

9 May 1977

DCI Panels

One Approach

1. Purpose and Concept. To generate ideas for the improvement of the CIA. Small groups (representative cross-sections of CIA personnel) meet with a monitor/facilitator to develop and present to the DCI a slate of recommendations for actions which should be taken to improve the CIA or its product. Ideas must be beneficial not just for the sake of change.
2. Mechanism.
 - o Groups
 - 10 - 20 persons
 - some selected for homogeneous interests, others for heterogeneous interests.
 - 1-2 facilitators per group. Main job to keep group on track and direct toward ideas that are really relevant and beneficial.
 - o Meetings
 - structured, with good explanation of purpose by monitor/facilitator.
 - group meets for 2-5 consecutive days full-time. (first few groups' duration will be judged by monitor, then a best duration set for remaining groups).
 - o Action Board
 - responsibilities:
 - o provides monitor
 - o monitors preparations
 - o monitors group meetings keeping record of ideas, etc.
 - o assists groups to prepare their ideas for presentation to DCI (ensures presentation is succinct; high quality).

- o staffs ideas approved by DCI with cognizant section of Agency for their ideas, recommendations, suggestions for implementation, etc.

- o Oversees implementation of ideas

- establishes milestones
- ensures feedback both to the group which originated the idea and to rest of Agency.

- Board consists of both young chargers and more experienced personnel with a sense of organizational continuity.

0 Schedule

- Group assembles briefly 1-2 days prior to first meeting to be instructed on objectives and to have time to think about what they want to do; to be prepared to be off and running at first meeting.
- Group meets for 2-5 days.
- On last day, group meets with DCI for up to one hour to present recommendations and rationale. Action Board and group monitor also present.
- Target initially on 4-6 weeks turnaround time, i.e., approved ideas fully implemented with results fed back to group/Agency within 4-6 weeks. New group not convened before majority of 1st group's ideas implemented (determined by saturation point of Action Board).